

HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE

HR COMMITTEE MEMBERS PRESENT: Marsik Frohling, Greshay, Schmidt, and Duchac

Minutes of the regular meeting of the Human Resources and Labor Negotiations Committee of the Dodge County Board of Supervisors held on Tuesday, June 21, 2016 at 9:00 a.m. in meeting room 4C, located on the fourth floor of the Administration Building.

ALSO PRESENT: Sarah Eske, HR Director; Jim Mielke, County Administrator; Tonia Mindemann, Assistant HR Director; Angi Zilliox, Human Resources Specialist; Russ Kottke, County Board Chair.

Meeting called to order by Marsik at 9:00 a.m.

Roll call was taken. All members present.

Eske verified that the meeting was noticed in compliance with the Open Meetings Law.

Motion by Greshay to approve the agenda and allow the Chairperson to go out of order to efficiently conduct the meeting. Second by Frohling. Motion carried.

Marsik asked if anyone present had any public comments. None

Motion by Schmidt to approve the minutes of the Open and Closed Session minutes of the June 7, 2016 meeting of the Human Resources and Labor Negotiations Committee. Second by Duchac. Motion carried.

Eske presented the Committee with a resolution to abolish a full-time Human Resources II position and create a full-time Insurance and Benefits Coordinator position effective August 1, 2016. Eske verified that there are funds in the 2016 budget due to the vacancy resulting in a savings of approximately \$10,000. Frohling indicated that there will be a fiscal impact on the 2017 budget. Mielke stated that due to administering benefits for 1000 employees, there is a strong need for another person.

Motion by Schmidt to approve the Resolution to eliminate a Human Resources II position and create an Insurance and Benefits Coordinator position. Second by Duchac. Motion carried.

The Committee reviewed the Personnel Requisitions. Mielke recommended approval of these requests.

One (1) Social Worker I, II or Senior –
Juvenile Court Dispositional

Human Services and Health

One (1) Deputy Register of Deeds

Register of Deeds

Motion by Frohling to approve the Personnel Requisitions as presented. Second by Greshay. Motion carried.

The Committee reviewed the Salary, Wage, and Status changes as presented.

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RECLASSIFICATION – UNION: None. STEP INCREASE – UNION: None. NEW HIRE: Suzanne M. Bahls, Economic Support Specialist I, Human Services and Health, \$16.66, DC04, ST01, 06/20/2016; Emily A Jorgensen, Psychiatric Therapist II – Clinical, Human Services and Health, \$26.29, DC09, ST01, 07/05/2016; Calvin T. Grams, Correctional Officer – Relief, Sheriff's Office, \$18.56, DC04, ST05, 06/15/2016. RECLASSIFICATION: Jodi L. Goodman, Customer Service Support Specialist, Human Services and Health, \$13.18, DC02, ST02, 06/27/2016; Lisa E. Zimmer, Account Clerk III, Human Services and Health, \$16.66, DC04, ST01, 06/07/2016. STEP INCREASE: Steven R. Seim, Court Commissioner, Courts, 36.90, DC13, ST04, 08/01/2016; Kelly M. Enright, Deputy Clerk of Courts, Clerk of Courts, \$19.04, DC04, ST06, 08/23/2016; Dawn E. Luck, Deputy Clerk of Courts, Clerk of Courts, \$19.99, DC04, ST08B, 08/15/2016; John M. Haase, Shop Superintendent, Highway, \$37.45, DC11, ST10A, 07/13/2016; Nate A. Minnig, Patrol Superintendent West, \$31.00, DC11, ST02, 07/20/2016; Tyler J. Loomans, ,Utility II / Truck Driver West, Highway, \$18.56, DC04, ST05, 07/13/2016; Adrian J. Woods, Mechanic, Highway, \$22.27, ,DC06, ST04, 06/16/2016; Stacy Van Buren, Human Resources Assistant I – Clearview, Human Resources, \$17.26, DC03, ST08B, 06/19/2016; Cynthia K. Abel, Economic Support Specialist Lead, Human Services and Health, \$22.27, DC06, ST04, 07/15/2016; Amy E. Booher, HS Supervisor – Children & Adolescent, Human Services and Health, \$30.63, DC10, ST04,, 07/28/2016; Mark E. Bunkoske, Counselor III – Community Support, Human Services and Health, \$27.88, DC07, ST10A, 08/12/2016; Steven A. Edwards, Audit Compliance Officer, Human Services and Health, \$24.61, DC06, ST08B, 06/18/2016; Sandra J. Eichmann, Counselor III Mental Health AODA, Human Services and Health, \$25.64, DC07, ST06, 06/21/2016; Lisa A. Hoffman, Economic Support Specialist II, Human Services and Health, \$20.18, DC05, ST0, 07/09/2016; Patricia A. Jacob, Transportation Clerk, Human Services and Health, \$17.47, DC03, ST08A, 08/17/2016; Donald O. Matthews, Psychiatric Therapist II MI, Human Services and Health, \$31.5, DC09, ST08B, 06/24/2016; Kelly J. Phelps, Social Worker II CPS Ongoing, Human Services and Health, \$24.36, DC07, ST04, 06/27/2016; Mary P. Rosecky, RN Public Health – WIC, Human Services and Health, \$32.02, DC08, ST12B, 04/06/2016, Jennifer L. Scharf, Social Worker II CPS Ongoing, Human Services and Health, \$23.08, DC07, ST02, , 07/16/2016; Kristine Schefft, HS Supervisor – Aging Services, Human Services and Health, \$27.04, DC09, ST02, 08/03/2016; Terry R. Ochs, Senior Land Use/Sanitation Specialist, Land Resources and Parks, \$30.62, DC08, ST10B, 08/07/2016; Wade B. Osterholz, Land Use/Sanitation Specialist, Land Resources and Parks, \$23.08, DC 07, ST02, 08/11/2016; Dean W. Perlick, Manager-Planning/Economic Department, Land Resources and Parks, \$38.31, DC11, ST11A, 06/25/2016; Sandra H. Grosenick, Chief Deputy Register of Deeds, Register of Deeds, \$20.18, DC05, ST04, 07/06/2016; Chad W. Enright, Lieutenant – Patrol, Sheriff, \$33.85, DC10, ST8B, 08/01/2016; Dale W. Marks, Communications Technician, Sheriff, \$25.20, DC06, ST9B, 07/01/2016; Mark J. Schwartz, Jail Supervisor, Sheriff, \$30.62, DC08, ST10B, 06/17/2016; Brian P. Drumm, Lieutenant – Detectives, Sheriff, \$33.85, DC10, ST08B, 07/13/2016.

The Committee reviewed the Orientation Period Reports as presented.

Committee Member Reports: None

HR Director's Report:

- a) Disciplinary Actions: None
- b) Grievances and Arbitrations: None

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Future Agenda Items: Sheriff's Office Exit Interview Report, Carlson Dettmann Market Study Results (may want to consider a special meeting just to discuss the report.)

Closed Session:

Motion by Greshay, second by Frohling to convene in Closed Session. Before voting on the motion, Chairperson Marsik announced to all present that the reason for convening in closed session is for the purpose of conducting public business for, deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. And for considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations, specifically regarding the status of litigation the County is involved in related to employee discipline. The meeting is closed pursuant to Section 19.85(1)(e) and (f) of the Wisconsin Statutes. Roll call vote was taken. Motion carried by unanimous vote of all members present at 9:11 a.m.

Open Session:

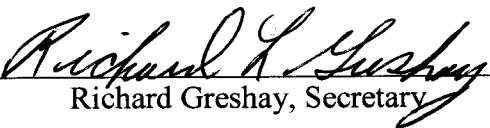
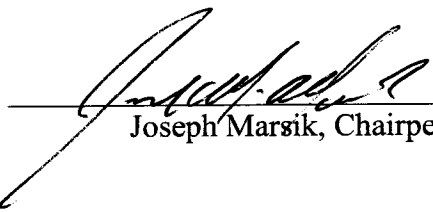
Motion by Duchac, second by Frohling to reconvene in open session. A roll call vote was taken. Motion carried by unanimous vote of all members present at 10:39 a.m.

Zilliox presented the Committee with a summary of exit interview results for Clearview. The summary indicated termination statistics and identified general trends/themes. There was discussion among committee members regarding the outcomes. Eske stated that the summary will also be shared with the Clearview Management team and the Health Facilities Committee.

Future Meeting Dates and Times:

The next scheduled meetings of the Human Resources and Labor Negotiations Committee are regular meetings on **July 1 at 8:00 a.m. and July 19 at 9:00 a.m.** which will be held in room 4C of the Administration Building.

Meeting adjourned by order of the Chairperson at 10:59 a.m.

	
Richard Greshay, Secretary	Joseph Marsik, Chairperson

Disclaimer: The above minutes may be approved, amended, or corrected at the next committee meeting.

HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE

Minutes of Closed Session of the Human Resources and Labor Negotiations Committee of the Dodge County Board of Supervisors on Tuesday, June 21, 2016 in meeting room 4C, located on the fourth floor of the Administration Building.

MEMBERS PRESENT: Marsik, Frohling, Greshay, Duchac and Schmidt

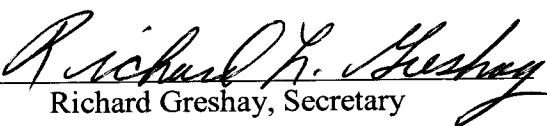
MEMBERS EXCUSED: None

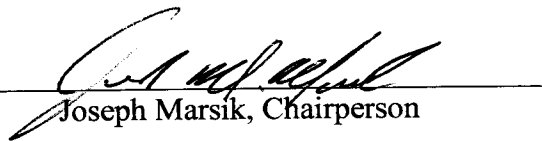
ALSO PRESENT: Sarah Eske, Human Resources Director; James Mielke, Dodge County Administrator; Tonia Mindemann, Assistant HR Director, Russell Kottke, County Board Chair, Nancy Pirkey, Labor Attorney, via telephone conference.

Motion by Greshay, second by Frohling to convene in Closed Session. Before voting on the motion, Chairperson Marsik announced to all present that the reason for convening in closed session is for the purpose of conducting public business for, deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. And for considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of charges against specific persons except where par. (b) applies which, if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data, or involved in such problems or investigations, specifically regarding the status of litigation the County is involved in related to employee discipline. The meeting is closed pursuant to Section 19.85(1)(e) and (f) of the Wisconsin Statutes. Roll call vote was taken. Motion carried by unanimous vote of all members present at 9:11 a.m.

The Committee discussed litigation the County is involved in.

Motion by Duchac, second by Frohling to reconvene in open session. A roll call vote was taken. Motion carried by unanimous vote of all members present at 10:39 a.m.


Richard Greshay, Secretary


Joseph Marsik, Chairperson

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